

**JANUARY
2004**

Danielle Bruno
Editor

IDAHO STATE DEPARTMENT OF AGRICULTURE



This newsletter is published by the Idaho State Department of Agriculture, to provide information about Idaho's noxious weed program. Suggestions and articles from readers are encouraged. Noxious News is also available on-line at www.agri.state.id.us/animal/weedintro.htm.



Up Front With The Idaho Invasive Species Council

By Bas Hargrove, TNC
January 2004

Idaho Governor Dirk Kempthorne created the Idaho Invasive Species Council (ISC) by Executive Order on September 26, 2001. The purpose of the ISC is:

"To provide policy level direction and planning for combating harmful invasive species infestations throughout the state and for preventing the introduction of others that may be potentially harmful." (Executive Order 2001-11)

The primary responsibilities of the Council are to:

1. Minimize the effects of harmful non-native species on Idaho's citizens, economy, and environment.
2. Serve as a non-partisan forum for identifying and understanding invasive species issues;
3. Take measures to encourage control and prevention of harmful non-native species;
4. Organize and streamline the identification and control of invasive species; and
5. Consider ways to halt the spread of invasive species and to control current problems.

Membership in the Council includes representatives of state, local, federal, and tribal governments. Representatives from private and not-for-profit organizations also participate in the council in an ex-officio capacity. Additional members may be added by consensus of the Council.

The discovery of Eurasian watermilfoil in Payette Lake in the fall of 2000 stimulated interest in forming the Invasive Species Council. Eurasian watermilfoil has also spread from western Washington into several lakes in the Panhandle and is considered a major threat to tourism, water-based recreation and sport fishing throughout the region. This is the first aquatic weed added to Idaho's noxious weed list.

Ongoing ISC Work:

In April 2003, the Council outlined the following major tasks:

1. Complete a statewide invasive species assessment;
2. Host a statewide invasive species summit to discuss the findings of the assessment; and
3. Draft an Invasive Species Strategy by December 2004 for review with the 2005 Idaho Legislature.

The Council reviewed and approved the invasive species assessment, *Preparing to Meet the Challenge*, in December 2003. The assessment is available online at http://www.agri.state.id.us/animal/inv_species.htm. Governor Kempthorne and the Council will host the summit, *Meeting the Challenge*, on February 17, 2004 in preparation for completing an action plan.

In addition, subcommittees of the Council are doing on-the-ground work to combat invasives. The Eurasian Watermilfoil Task Group is assisting with battling this aquatic weed at waterbodies in five Idaho counties and is identifying other lakes, rivers, ponds, and reservoirs at risk across the state and the Marina Signage Task Group is working to post educational signs at hundreds of boat ramps around the state.

Glassy Wing
Sharpshooter
www.invasives.org



Cost Share Update

Brenda Waters



Thirty-nine applications were received for 2004 funding, requesting over \$1.9 million.

Thirty applications were for CWMA annual operating plans and nine applications for statewide education or applied research projects. Letters acknowledging our receipt of the applications were mailed out of our office on January 9th. The Cost Share Review Committee members received the application materials the week of January 21st. Results from the reviewers are to be returned to ISDA on Feb. 4th. Once results are received, funding recommendations will be compiled and a budget prepared based on available funds and the Committee's recommendations. We anticipate that the total amount of funding available this year will be similar to last year. Successful applicants can expect to receive a tentative award letter during the first week of March.

Currently, we are reviewing the 2003 financial reports. Many CWMAs will be contacted soon to provide additional information, clarification, or to make corrections. This information will assist ISDA in clarifying how the funds were spent last year and in reconciling reports with the amounts that were funded for each project (including any carry over funds from 2002). So far, the new financial report process is working quite well and is a great improvement over the old process.

Accomplishments for 2003 Cost Share funded projects include: over 18,000 acres of land was revegetated, nearly 96,000 acres of weeds were treated, over 111,000 public contacts were made, more than 300,000 acres of land was surveyed, and over 12,000 acres of weeds were mapped. The 2003 End of Year Reports will soon be available on our website at www.agri.state.id.us/animal/weedintro.htm. This is an opportunity for you to see what everyone else accomplished last year and their plans for this year.

Would You Kindly Explain IN-KIND?

Dave Springer, Lower Weiser River CWMA Chair

What are in-kind contributions? This question has been asked many times by project coordinators and cooperators during the past few years. Hopefully, this article will answer the question.

In-kind contributions are anything provided by persons or entities that contribute to the overall cost of funding weed control projects within a Cooperative Weed Management Area (CWMA).

To better understand the importance of in-kind contributions to CWMA success, one must first know a bit about how CWMA projects are funded. A large portion of CWMA project funding comes from Federal Cost Share Dollars that are returned to the Idaho State Department of Agriculture (ISDA), by an act of Congress, to help fight the noxious weeds. The ISDA administers these dollars to various organizations in the form of Cost Share Grants. To be eligible for Cost Share dollars there must be an organized structure in place at the local level. In our case, it is the Lower Weiser River CWMA that applies to ISDA annually for the federal cost share dollars.

One of the major considerations given to a cost share request is how much local support will be incorporated in the project, i.e., how much time, equipment, labor, cash, or anything of value that will help make this project a success. A value is placed on any and all contributions. Cash value is dollar for dollar; meals, ATVs, spray rigs, boats, trucks, tractors, horses, and workers all are figured at a standard rate for the local area. For example, an ATV with a spray rig is valued at \$100 per day, 4x4 trucks one ton or less are \$85 per day, spray rigs and workers are each \$20 per hour. As you can see, these contributions can add up rather quickly. In-kind contributions are integral to project success. Likewise, they balance the scales when making cost share requests. Simply put, the higher the amount of in-kind contributions listed on the cost share application, the higher the likelihood that an award will be granted.

Projects funded in this manner have not required individuals to provide specific in-kind services to project in order to participate. However, the individual must make some sort of effort if noxious weeds are to be treated on land in his/her control. Any type of service the individual can contribute will be given a value and credited to that individual or entity, as long as proper documentation is provided and signed.

Idaho Weed Awareness Campaign

Roger Batt

In September 2003, the Idaho Weed Awareness Campaign (IWAC) hosted a 4th grade bookmark contest for 1,380 4th grade classrooms throughout Idaho. Many students have participated and the judging for each region will take place at the Idaho Weed Conference on February 4-5, 2004. First place winners will receive a \$100 savings bond and \$100 for each classroom.

The IWAC is currently restructuring the Idaho Invasive Weeds Toolkit to target specific grade brackets (elementary, middle school, high school-adult). The Elementary School Toolkits will be made available by the fall of 2004 for Idaho classrooms.

The Invasive Species Council has asked the IWAC to partner on a Marina Signage Project to educate Idahoans on the impacts of certain invasive species and how to clean boats, watercraft, and other recreational equipment of these invasive pests.

Starting April 1 and running through the fall of 2004, the IWAC is going to be launching its largest media campaign throughout the state. Utilizing television, radio, and newspapers, the IWAC will reach approximately one million Idahoans and educate them on the impacts of invasive weeds to Idaho's economy, agriculture, and ecology.



Update on the Idaho Weed Law Revision (January 2004)

Brian Wilbur (IWCA Weed Law Revision Committee Chair)

Legislative Services put the weed law revisions in draft form on November 18, 2003. Since then, 11 meetings have been held throughout the state. All Legislators, County Commissioners, and Weed Control Superintendents were invited to participate. The statewide meetings have allowed many associations and individuals to evaluate the revisions and provide comments or questions about the proposed changes. A copy of the current proposal can be found on the Ada County Web site at www.adaweb.net.

If you know of any groups interested in and/or involved with noxious weed control who have not yet been contacted, please let us know so we can provide them with a copy of the proposal. A form is available for comments. We encourage individuals to use this form to speed up the process of evaluating the comments.

Currently, we are in the process of reviewing the comments from individuals and associations on the proposed weed law to ensure that any concerns are addressed before the revision is sent through the legislative procedure. Although the review process seems to be taking longer than anticipated, we are pleased with the progress that has been made so far and appreciate those who have taken time to provide input and to assist with this important task.



Mapping Update

Danielle Bruno



Leap Second May Affect Some Units

The GPS Joint Program Office is seeking to alert the GPS community that a leap second insertion into Coordinated Universal Time on November 27, 2003 might cause a brief anomaly in some receivers. Exactly 256 weeks will have passed since the last leap second insertion into UTC (on December 31, 1998). Because the counter in the GPS signal's subframe data message is 8 bits and only goes to the value 256, the "leap second event" will happen after the counter resets. This might cause some receivers to lose track for about one second before recovering, which might create a brief problem for receivers with critical timing applications. According to GPS World's Innovation column editor Richard Langley of the University of New Brunswick, the GPS week number corresponding to the date of the last leap second insertion on December 31, 1998 (990 in the previous week cycle), is also represented by only an 8-bit truncated version (222). Receivers must account for the truncated nature of these parameters, as well as the end-of-week rollover, when determining UTC from GPS Time.

Training

Intro to ArcPad 6.0 with GPS Correct (two days) Jerome, ID:

Non-credit \$450.00, one credit \$500.00 from College of Southern Idaho. Call 208-324-8006 or email: elecdata@elecdata.com.

ESRI Training in Boise, Idaho:

Introduction to ArcGIS I	02/23-02/24
Introduction to ArcGIS II	02/25-02/27
Introduction to Programming ArcObjects with VBA	04/05-04/09

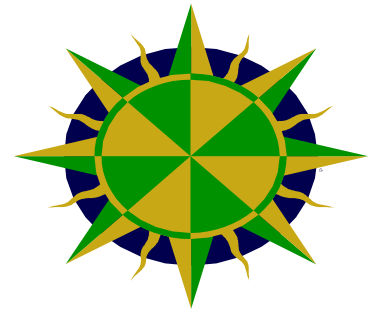
East Idaho Training. Contact Josse Allen, (208) 547-4749:

April 20th in Rigby - Intro. GPS & Map Reading.

April 26th in Mackay - Intro. GIS/GPS

April 27th in Rigby - Intro. GIS

Unknown Date in Soda Springs - Intro. GIS/GPS



A Few Interesting Web Sites:

<http://www.geoplace.com/> = GeoWorld Magazine

<http://www.gis.com/timeline/flash/index.html> = GIS Timeline

<http://www.ngs.noaa.gov/PROJECTS/FBN/> = Federal Base Station Network – HARNs and Survey Monuments

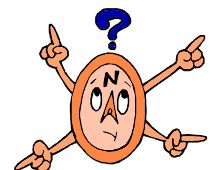
<http://www.id.blm.gov/publications/TR%201730-3/index.htm> = Landscaping with Native Plants of the Intermountain Region

<http://info.ag.uidaho.edu/> = University of Idaho Publications

<http://vm.cfsan.fda.gov/~djw/readme.html> = FDA Poisonous Plants Directory

<http://meso.spawar.navy.mil/law1.html> = Federal Regulations on the Internet

<http://164.165.237.41/RoadReport/> = Idaho Road Report





Don't Take Collaboration for Granted

By Wayne Boss

First Published: GeoWorld, Vol. 16, #8, August 2003, p. 58



Many collaborative initiatives would be a lot more successful if we didn't treat collaboration the way we treat breathing. When project members get together, we breathe. No one suggests that it would be good for the project if some attention were paid to how we breathe and how the breathing of our team could be improved. If someone did, they'd likely receive some rude looks and comments, and rightly so, because breathing is so instinctual that it doesn't deserve attention.

Collaboration, however, is complicated, yet we treat it as if it were instinctual. Furthermore, collaboration has the additional challenge of coming to terms with the instinctual tendency to compete. Collaboration is a set of complex attitudes and skills that have to be learned. Unfortunately, they aren't taught in the public school system and are seldom taught in workplaces. This column explores the following fundamental attitude and skill that are prerequisites for successful collaboration:

- Attitude: My success depends on your success, and your success depends on my success, so how can we help one another?
- Skill: We choose to dialog with each other to ensure that our personal interests and the interests of the organization we represent are acknowledged, valued, and taken into account.

Fundamental Attitude

If we want collaborative initiatives to be more effective and efficient, we need to be more conscious and intentional about why we collaborate and what we do when we collaborate. We think people naturally know how to cooperatively work with one another, but this isn't the case. Our initial tendency in most circumstances is to compete. We're constantly bombarded with the idea that to be successful, self-preservation and self-enhancement are our main goals. We pay more attention to learning how to compete than we do to learning how to collaborate, and we're rewarded more for competing. Our tendency to compete inhibits or confounds our capacity to collaborate.

Building Relationships

Collaboration is largely about relationship building founded on shared benefit. Fear is the enemy of collaboration. We're afraid we'll lose the ground we've gained through competition—the prestige, power, market share and competitive advantage that we've worked so hard to get. If we're really going to collaborate with one another, we need to develop a different way of thinking and acting within a collaborative initiative. We need to be as interested in others achieving their aspirations and interests as we are in achieving our own.

A Fundamental Skill

Although it is inappropriate to ask other participants in a collaborative initiative how they are breathing and how the breathing of the team could be improved, it is most appropriate to ask how we are collaborating and what we could be doing to make our collaboration more effective. Dialog needs to be intentional and explicit. Everyone needs to discuss "How are we going to work collaboratively together?" and effective dialog needs to occur throughout the project, especially at points of contention. Frank dialog at the beginning of a project will prevent later problems and delays.

The "Shared Vision Model of Collaboration" is a way to practically implement a dialog, and it consists of the following five questions:

1. What are your interests with respect to the project or the specific issue before us?
2. What is the best outcome that takes into account the vested interests of each of us—what's our shared vision?
3. What are we currently doing, and what are others doing to enable the outcome we've chosen?
4. What are we currently doing, and what are others doing to interfere with the outcome we've chosen?
5. What do we need to start doing to contribute to the outcome we've chosen?

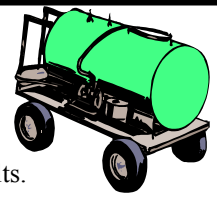
The model hides nothing and legitimizes an open dialog about anything that matters to anyone. It recognizes the competitive tensions among participants but believes in the wisdom of those present to design a way to deal with them. It's open about different perspectives and ways of thinking and acting, as well as agendas of various stakeholder groups, and it's resolute in the conviction that a way to integrate differences can be found. The model recognizes that if anyone in a collaborative initiative believes they have lost something, then the initiative's outcome has been marginalized. When collaborating, we need to realize that we have chosen not to compete within the context of the initiative. If we can't do this, then we need to be honest and not call the initiative collaborative. Collaboration occurs when a project team bases its relationships on respect and trust, and intentionally works for the mutual success of each other and the project. Our willingness to dialog honestly about our vested interests, shared visions, goals, operational procedures, and how things are going is critical to successful collaboration.

Fixing the Problem, Not the Blame

By Bill Werst

First Published: JULY / AUGUST 2002 TAPROOT, IDAHO NURSERY ASSOCIATION

Excerpted from the Problem Solving section of Common Sense Managing: Simple Ideas That Produce Results.



Focusing on why a mistake occurred and who is to blame wastes time. The larger the mistake, the less likely anyone will take responsibility for making it. Fear of repercussions makes great debaters of many of us.

Beneath the scorching sun, the settlers struggled to reach shelter. Within sight of their destination, a wheel fell off their wagon. As they stood around the wagon, an exhausted Calvin Bragg asked: "Who was supposed to check the hub?" Ezra Hopkins queried: "Why didn't someone check it?" Ezekiel Smith demanded: "Yes, who was supposed to check?" Calvin immediately replied "Not I!"

This little known, but often repeated historical event was never recorded. While they argued over why the wheel fell off and whose fault it was, hostiles fell upon them and erased their page in history.

This situation continues to repeat itself despite what should have been learned from history. When a wheel falls off a contemporary wagon, Scott, Tina, and Bill immediately call a meeting and begin the process of attempting to discover why it fell off and who is responsible—while the competition creeps up on them. Today we have a name for this process; **BLAMESTORMING!**

BLAMESTORMING

A time-consuming, nonproductive, interactive group discussion of why a mistake was made and who made it. Focusing on why it happened and whose fault it is does not fix the problem. It fixes the blame.

Common Sense Managers fix the problem, not the blame. Why do most people and organizations pursue blamestorming rather than problem solving? Habit. Mom and Dad, the primary trainers of future managers, ingrained blamestorming in us. Their first reaction to an in-home disaster typically was: "Who did this!?" The follow up to "Who Did this !!" is the demand: "Now, tell me the truth!"

Telling the truth was lauded. Unfortunately, it was hardly ever positively reinforced. Getting two whacks instead of three is not positive reinforcement. Spending one millennium in our rooms instead of two does not count as positive reinforcement either.

So we learned to deny, hide, and improve our communication skills in blaming someone or something for the disaster. While honing these skills we grew up to become the people who work within and manage organizations. Consequently, blamestorming became ingrained in our organizational cultures.

People naturally and comfortably form into blamestorming committees. They may not know how to fix the problem, but they are masterful at blamestorming. Meanwhile, hostiles in the guise of competition continue to make positive advances.

APPLY COMMON SENSE MANAGEMENT— What Needs To Be Done

Common Sense Managers manage problems by immediately seeking a solution. They save valuable time and resources by skipping what's wrong, why it happened, and who caused it. They direct their resources toward determining what needs to be done to fix the situation.

Common Sense Managers have two distinct advantages when handling problems. They know why their organization exists—to earn a profit by satisfying and keeping customers. They know how their organization is going to get there—their operational plan.

Problems are simply handled as deviations from the plan. Therefore, it is easy to address what needs to be done to:

Get back on track as efficiently as possible.

Inform customers of any possible adverse impact.

Customers don't care:

Whose fault it was that their machine malfunctioned.

Why their order was shipped late.

What's wrong with their supplier's organization.

Customers simply want to know that their product will arrive on time and in accordance with their quality and price specifications. Concentrating on what needs to be done to fix the situation and get back on track as quickly as possible is the most efficient way to resolve a problem.

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Tackling Liability

By Jeni Marple

According to Section 6-1605 of the Idaho Code, persons in a volunteer position are immune from liability that may arise from their actions as a volunteer. This excludes anything that may be covered by liability insurance, or any of the following:

- Willful or fraudulent conduct when one knows they are in violation of the law
- Intentional violation of duty,
- Actions that involve intended misconduct or are not in "good faith"
- Transactions in which the volunteer would receive an improper personal benefit
- Damages from a motor vehicle.

What, though, would happen if the volunteer were to be on the other side? What if the above actions were against the volunteer? This is why there are waivers.

Before offering someone a position as a volunteer, it is best to have them sign a form releasing the company from any liability or damages that may occur to the volunteer or the volunteer's property as a result of their or someone else's actions. Various companies use these forms to protect themselves from trivial lawsuits – say from a sprained finger or emotional problems – that may or may not be from a person who just wants to take advantage of the legal system. These could be sports groups, medical facilities, non-profit organizations, state-run facilities, or any number of other entities. One sports group chose to word a portion of their release like this:

"The Athlete and Parent understand that the activities of the Program involve risk of bodily injury or death to the Athlete and loss or damage to property; and such risks to the Athlete may result in damages sustained by Parent. The Parent and the Athlete assume all such risks."

Once the parent and/or athlete have signed the above form, the company ("Program") is protected against these lawsuits, *even if* one of the signing parties sustains an injury that results in death.

Many people are familiar with the Humane Society or other organizations that assist stray and abandoned animals in a similar way. They have drawn up an application for anyone who would like to volunteer for them. Below is a portion of that form:

IDAHO HUMANE SOCIETY VOLUNTEER APPLICATION (16 years and older)

Name _____ Date: _____

Address _____ City _____ Zip _____

Home Phone _____ Work Phone _____

Previous Volunteer Experience? _____

I release the Idaho Humane Society from any liability due to injury or illness I or my dependents may receive while volunteering for the Idaho Humane Society.

Name: (Please Print) _____ Date: _____

Signed: _____

(Signature by parent for volunteer under 18 years of age.)

Emergency Contact: _____ Phone _____

Notice that it says "I release the Idaho Humane Society..." The company name there could be replaced with the name of any company - "I release Joe's Mechanic Shop," or something similar could be placed there. A difference between this form and the sports one in the previous paragraph is that this specified release from illness or injury. Although it's very likely you wouldn't face death working at the Humane Society, they would not be protected from a lawsuit if the applicant were to die as a result of working there.

Another non-profit organization, Habitat for Humanity, has put together a release form for those who would like to assist them in any way. The form covers a number of areas, including a "waiver" portion, an "insurance" portion, a "medical treatment" portion, an "assumption of risk" portion, and an "other" portion covering anything that may not have been covered in the first four portions. The form starts out "I, the Volunteer release and forever discharge and hold harmless..." I *forever* discharge and hold harmless. This company is protecting itself for 50 years to come! The paragraph goes on to say "... with respect to bodily injury, personal injury, illness, death, or property damage that may result from participation on the Habitat worksite." As long as the volunteer signs at the "X," this company doesn't have to worry about a thing. The following paragraphs outline the volunteer's willingness to receive first-aid if it is necessary, their knowledge of the dangers that may be associated with the working areas of Habitat, and, in the "Other" section, their allowance of broad interpretation of the law. "... I expressly agree that this Release is intended to be *as broad and inclusive* as permitted by the laws." As long as the company asking for the waiver knows the laws and is willing to accept that the laws may sometimes rule out of their favor, they are well covered.

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Feb. 4-5 Idaho Weed Control Association Annual Meeting; Nampa, ID
<http://www.idahoweedcontrol.org/weedconference.html>

Feb. 9-12 WSSA Annual Meeting; Kansas City, MO
<http://www.wssa.net/>

Feb. 12-13 Invasive Plant Species Workshop; Kansas City, MO
<http://www.wssa.net/>

Feb. 23-27 National Invasive Weed Awareness Week; Washington, D.C.
<http://www.nawma.org>

March 9-11 WWSWS Annual Meeting; Colorado Springs, CO
<http://www.wsweedscience.org/>

March 11-12 Western Aquatic Plant Management Society Annual Meeting; Bellevue, WA
<http://www.wapms.org>

July 11-14 Aquatic Plant Management Society Annual Meeting; Tampa, FL
<http://www.apms.org/2004/2004.htm>

July 18-23 International Society of Wetland Scientists; Seattle, WA
<http://www.sws.org/>

Sept. 21-24 NAWMA Vegetation Management Conference; Rapid City, SD
<http://www.nawma.org>

Publication Update

New Version of PMIS: A computer-based information/expert system has been developed that provides rapid access to current information on the various management and control methods available for over 100 terrestrial, aquatic, and wetland plant species. This system is entitled the "Noxious and Nuisance Plant Management Information System (PMIS)". Access to the information is accomplished via an easy-to-use graphical interface known as the information manager through the use of in-depth textual information, maps, videos, illustrations, as well as numerous photographic quality diagrams and images. Information contained in the systems includes plant biology, ecology, introduction history, distribution, identification, basic management concepts, and specific management strategies. A new version (5.3) has just been released. Copies can be requested by e-mailing Michael Grodowitz at grodowm@wes.army.mil. There are no charges associated with the CD.

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While this is being done, Common Sense Managers also address what needs to be done to prevent a reoccurrence of the problem. Common Sense Managers address problems as opportunities to further improve their organization's effectiveness. When you concentrate on what needs to be done, the who, why, and what's wrong take care of themselves.

Next time you walk into a Blamestorming session, interrupt with: "What do we need to do right now to meet the customer's needs?" You may have to repeat the question several times and even write it on a chart pad. The more intense the potential impact of the issue, the greater the tendency to go back to whose fault it is. Stick with the above question. Persevere. Eventually people will form a new habit. As simple as this concept is, it will likely take several months for it to become accepted practice. Old habits, even bad ones, are hard to change.

CONCLUSION

When approaching the wagon wheel problem, we have the choices to ask: What's gone wrong that caused the wheel to fail? Why did it fail? Who caused it? Or, what do we need to do to get it back on the wagon and keep it at an acceptable level? Only one of these approaches will do something immediately about repairing the wagon. Only one of these approaches will do something about keeping the wheels on the wagon.

Will this approach keep the wagon rolling forever? No. Organizations are controlled by people who are not perfect. People do not design perfect procedures, processes, or performance criteria. Therefore, there will always be opportunities for improvements. Focusing on what needs to be done enables us to seize these opportunities.

Upcoming Pesticide Exams---Please Call (208)332-8600 to Verify!

Must be 18 or older. Photo ID Required. Exam fees must be paid and received before exam results will be released.

Northern Idaho

Jan. 7	1225 Idaho St., Brammer Building	Lewiston
Jan. 14	6447 Kootenai St., Courthouse Annex	Bonnors Ferry
Jan. 21	2750 Kathleen Ave., ID Dept. of Fish & Game	Coeur d'Alene
Feb. 5	522 S. Adams, Latah Co. Courthouse	Moscow
Feb. 18	1225 Idaho St., Brammer Building	Lewiston
Feb. 25	4205 N. Boyer, Bonner Co. Fairgrounds	Sandpoint
Mar. 10	510 Oak St., Lewis Co. Courthouse	Nez Perce
Mar. 11	522 S. Adams, Latah Co. Courthouse	Moscow
Mar. 17	6447 Kootenai St., Courthouse Annex	Bonnors Ferry
Apr. 7	2750 Kathleen Ave., ID Dept. of Fish & Game	Coeur d'Alene

Eastern Idaho

Jan. 7	BYU-I Ag. Mechanics Bldg. 525 S. Center Rm 115	Rexburg
Jan. 28	2925 Rollandet, Bonneville Co. Extension	Idaho Falls
Feb. 4	157 N. Broadway, City Hall-Council Chambers	Blackfoot
Feb. 18	BYU-I Ag. Mechanics Bldg. 525 S. Center Rm 115	Rexburg
Mar. 17	2925 Rollandet, Bonneville Co. Extension	Idaho Falls
Mar. 31	2925 Rollandet, Bonneville Co. Extension	Idaho Falls
April 7	204 Main St., Salmon Public Library - Basement	Salmon
April 13	Main Street, Custer County courthouse	Challis

South Central Idaho

Jan. 14	CSI - Taylor Building, Room #276	Twin Falls
Jan. 28	Minidoka Fairgrounds, 85 E. Baseline	Rupert
Feb. 11	CSI - Taylor Building, Room #276	Twin Falls
Feb. 25	Minidoka Fairgrounds, 85 E. Baseline	Rupert
Mar. 10	CSI - Taylor Building, Room #276	Twin Falls
Mar. 17	Minidoka Fairgrounds, 85 E. Baseline	Rupert
Mar. 24	CSI - Taylor Building, Room #276	Twin Falls
Mar. 31	Minidoka Fairgrounds, 85 E. Baseline	Rupert
Apr. 7	Blaine County Courthouse	Hailey

Southeast Idaho

Jan. 14	130 N. 6 th Ave. Bannock Co. Ext. Office	Pocatello
Jan. 28	561 W. Oneida, Franklin Co. Ext. Office	Preston
Feb. 11	130 N. 6 th Ave. Bannock Co. Ext. Office	Pocatello
Feb. 25	30 N. 100 W., Oneida Co. Ext. Office	Malad
Mar. 10	130 N. 6 th Ave. Bannock Co. Ext. Office	Pocatello
Mar. 24	53 E. 1st St., Caribou Co. Ext. Office	Soda Springs
Apr. 7	130 N. 6 th Ave. Bannock Co. Ext. Office	Pocatello
Apr. 14	561 W. Oneida, Franklin Co. Ext. Office	Preston

Southwest Idaho

Jan. 7	ISDA, 2270 Old Penitentiary Rd.	Boise
Jan. 21	501 Main St. Co. Ext. Office	Caldwell
Jan. 28	ISDA, 2270 Old Penitentiary Rd.	Boise
Feb. 4	Farm Bureau Office	Grangeville
Feb. 18	ISDA, 2270 Old Penitentiary Rd.	Boise
Feb. 25	150 S. 4th E., Co. Ext. Office	Mt. Home
Mar. 10	501 Main St. Co. Ext. Office	Caldwell
Mar. 17	ISDA, 2270 Old Penitentiary Rd.	Boise
Mar. 24	915 Center Ave. Co. Ext. Office	Payette
Mar. 31	501 Main St. Co. Ext. Office	Caldwell



Other News

Tackling Liability

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In conclusion, the number of companies requiring these waivers is rapidly increasing as the number of frivolous lawsuits continues to rise. What company wouldn't be worried about a lawsuit for a sprained finger when even McDonald's is at fault for causing people to become overweight? McDonald's, and other fast-food places, provide a quick and tasty meal for a low price. Maybe they need "Big Mac" waivers to protect themselves. Maybe we need one to protect us. All we're doing is providing satisfying work for anyone who wants it. We definitely need a waiver.

Grant for 4-H Programs

ESRI is pleased to announce the **2004 ESRI GIS Grant Program for U.S. 4-H** developed in cooperation with National 4-H Headquarters, Cooperative State Research, Education, and Extension Service (CSREES), and U.S. Department of Agriculture (USDA) to support its geospatial outreach, education, and community involvement efforts. This grant is intended to help bring GIS and other geospatial technologies to young people and qualified adults involved with U.S. 4-H clubs and to enhance existing 4-H technology programs.

One hundred grants for software, training, and materials will be awarded to U.S. 4-H clubs completing successful applications.

Deadline for submissions is March 31, 2004. To view the grant application and instructions, please visit http://www.esri.com/grants/esri/us4h_03085.html.

NEW INVADERS

Giant Knotweed (*Polygonum sachalinense*) has been identified in the Black Hills of South Dakota. Information about the plant can be found at: http://www.nwcb.wa.gov/weed_info/gknotweed.html.

Bridal creeper (*Asparagus asparagoides*) is starting to naturalize in California. Has been called the "Kudzu of the Southwest!"

Devil's Claw (*Harpagophytum procumbens*) is an indigenous medicine in Africa. It is gaining entry as tourists are bringing in fruit as souvenirs and seed are being sold over the internet. It has wickedly clawed fruit that would be devastating in rangeland.

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